

**STATE HUMAN RELATIONS COMMISSION
FULL COMMISSION MEETING MINUTES
DOVER, DELAWARE**

THURSDAY, March 9, 2017

The March monthly meeting of the Delaware State Human Relations Commission was held by video-conference the Cannon Building, 861 Silver Lake Boulevard, Conference Room A, Dover, Delaware; and the Carvel Building, 820 N. French Street, 4th Floor Arts Conference Room, Wilmington, Delaware.

Attendance:

Commission Members Present Chairperson Calvin Christopher. Commissioners Mashoor Awad, Diaz Bonville, Erika Caesar, Chok-Fun Chui, Bernice Edwards, Earnest Gulab, Kerri Harris, Gail Launay-Tarlecki, Janet Maull-Martin, Olga Ramirez, Walter Smith Jr., Roy Sudler Jr., Robert Watson Jr. and Rosemarie Williams. DAGs Zoe Plerhoples and Carla Jarosz.

Commission Members not present: Commissioners Jamaal Bivens (excused), Whittona Burrell (unexcused), Stephen Elkins (excused), Michael Harpe Jr. (excused), Rose Mary Hendrix (excused), Jordan Hines (unexcused), Doug James (excused) Prameela Kaza (excused), Nancy Maihoff (excused), Lorenzo Murdaugh (unexcused) and Dolores Finger Wright.

Staff from Division of Human Relations Office: Romona Fullman and Kelly Fox.

Members of the public present: None.

I Call to Order

The meeting was called to order by Chair Christopher at 5:45 p.m., followed by a period of silent meditation.

II Approval of Minutes

The minutes for the February SHRC meeting were submitted. A motion was made to accept the minutes by Commissioner Ramirez. Motion was seconded by Commissioner Chui. A vote was taken, motion carries with no opposition.

III Members of the Public Present

No expressions.

IV Chair's Report

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leaders</i>	<i>Due Date</i>
<u>Articles For Reading</u> – Chair Christopher encouraged Commissioners to read articles forwarded by Division staff.	Read articles forwarded from Division staff	All Commissioners	Ongoing
<u>Film and Discussion</u> – Chair Christopher expressed the Commissioner attendance of Film and Discussion events were not as anticipated. He requested Commissioners attend outreach and education events as their schedules permit.	Attend outreach and education events	All Commissioners	Ongoing
<p><u>Joint Sunset Review</u> – Chair Christopher reported the next meeting of the next meeting of the Joint Legislative Oversight & Sunset Review Committee (JLOSRC) will be March 28th. At this time the Committees recommendations will be presented. Chair Christopher reported the Committee has requested additional information on finance, report on education and structure/functions of Commissions in other states. Requested information is being gathered to provide.</p> <p>In the past another concern of the JLOSRC has been attendance. Chair Christopher reminded Commissioners of attendance requirements of the Commission.</p> <p>The Ad Hoc Committee will hold another meeting prior to the meeting on March 28th. All Commissioners are welcome to attend.</p> <p>Chair Christopher also mentioned the Joint Finance Committee is reviewing state agencies for cost saving measures as a result of budget shortfalls that are currently being experienced.</p>	<p>Attend March 28, 2017 meeting</p> <p>Attend monthly Commission meetings</p> <p>Schedule Ad Hoc Committee meeting</p>	<p>All available Commissioners</p> <p>All Commissioners</p> <p>Chair Christopher</p>	<p>March 28, 2017</p> <p>Ongoing</p> <p>Before March 28th</p>

<p><u>Threats against Jewish Community</u> – Chair Christopher discussed recent threats of violence and discrimination to the Jewish community. He is looking for suggestions ways that the Commission can respond to these types of events.</p> <p>A conversation took place concerning if holding an emergency meetings of the Commission. DAG Plerhoples responded that emergency Commission meetings, meeting FOIA guidelines, can be held with 24 hours’ notice stating the reason for the emergency.</p> <p>Commissioner Awad made a motion that a form letter of support be drafted that can be used in a variety of situations to show support. Commissioner Edwards seconded the motion. Following discussion a vote was taken. No opposition. Motion carries. Chair Christopher will draft the letter with input from the DAGs. Draft will be reviewed at the next Commission meeting.</p> <p>Commissioner Ramirez made a motion that a specific letter be drafted to address the current situation being experienced within the Jewish community. Commissioner Launay-Tarlecki seconded the motion. A conversation took place as to who this letter will be sent to. It was decided that it would be sent to the Jewish Community Center and related media outlets. A vote was taken. No opposition. Motion carries.</p>	<p>Draft form letter of support to be signed by the Chair</p> <p>Draft letter specific to the address the current situation being experienced within the Jewish community.</p>	<p>Chair Christopher</p> <p>Chair Christopher</p>	<p>April 13, 2017</p> <p>Undefined</p>
<p>DAG Carla Jarosz was welcomed by the Commission. She will be co-counsel for the Human Relations Commission.</p>			

V Director's Report

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leaders</i>	<i>Due Date</i>
<p><u>J Sunset Review</u> – Director Fullman emphasized that JLOSC is moving quickly on proposed updates to the SHRC statute. Any updates the Ad Hoc Committee is considering should be forwarded JLOSC staff (Julie Fedele) for feedback, in advance of the March 28th hearing. This would allow for a response to be prepared in advance of the meeting with the JLOSRC.</p>			
<p>An electronic copy of the Director's Report will be sent following the meeting.</p> <p>Highlights:</p> <p>Commissioners should make time to review the Ivy Report and drafts feedback to Governor Carney</p> <p>Governor Carney issued Executive Order 6 to establish a Uniform Statewide Anti-Discrimination</p> <p>Dr. Benjamin S. Carson, Sr., M.D., is the new Secretary of HUD</p> <p>A list of JLOSRC members is available in the Director's Report. Commissioners should feel free to speak with their elected official regarding the current day value of the SHRC.</p> <p>DAG Barbara Gadbois has resumed her service to the Division as a volunteer legal advisor (DAG).</p> <p>There is concern for a transgender students in Sussex County schools. A meeting is scheduled for March 12th at 7:00 pm at the Metropolitan Community Church of Rehoboth Beach for more information.</p>	<p>Send Director's Report electronically.</p> <p>Review Ivy Report and decide what recommendations they would like to support.</p>	<p>Director Fullman</p> <p>All Commissioners</p>	<p>Following meeting</p> <p>Undefined</p>

<p>Space has been reserved for a SHRC/DHR exhibit table in Legislative Hall for May 3rd 9am- 2pm. Volunteers needed</p> <p>Director Fullman shared that Natalie Fountain's position is scheduled to end on June 30th.</p> <p>The Film and Discussion series will not be continued by the Division. Another event has been requested as a follow up to the Film and Discussion event Racial Equity Community Café -- Bridging the Divides in Central Dover. The Café is a joint project of Restoring Central Dover, the Delaware Human Relations Commission, Wesley College, and Delaware State University. It is an outgrowth of "Cracking the Codes" – a program sponsored last year by the same organizations to explore institutional racism and white privilege. The event will be held Saturday, April 22, 2017, 10:00am-2:00pm at Wesley College. The Café is intended to bring the Central Dover community together to examine barriers and seek solutions to create to a vibrant and unified city.</p> <p>Additional community engagement activities are available in the Director's Report.</p>			
<p>Commissioner Awad shared that he has received 2 comments from parties that have been dissatisfied with the process with their complaints.</p> <p>Commissioner Awad also expressed concern over the speed at which complaints are handled and the lack of a statistical report at this meeting. Kelly Brown shared that the updates for the statistical report were not available for the meeting this evening. Commissioner Awad and Director Fullman will discuss the specific comments made offline. Every</p>			

attempt will be made to have the statistical report at the next meeting.			
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VI Committee Reports

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
<u>Public Awareness Committee (PAW)</u> – Chair Christopher advised following a discussion Commissioner James will remain a contributing member of Committee, however his schedule does not allow him to serve as chair of this Committee. A new chair will be appointed.	Appoint new Chair	Chair Christopher	Approximately a week
<u>Legislative Committee (LEG)</u> – Chair Christopher selected Commissioner Harpe to chair the Legislative Committee.			
<p><u>Community Response Committee (CRC)</u> – Commissioner Chui reported the Committee held a meeting at 5:00 p.m. this evening. The Committee is in the process of reviewing and editing the mentoring guide. CRC Committee members have been requested to provide feedback/edits electronically to Commissioner Maihoff.</p> <p>Commissioners Maihoff and Chui have been involved in the planning Committee for the Racial Equity Community Café on April 22, 2017. The CRC is looking for Commissioners to be facilitators for group discussions. Additional details will be sent when available. The Café is a joint project of Restoring Central Dover, the Delaware Human Relations Commission, Wesley College, and Delaware State University.</p>			

<p><u>Governor's Council on Equal Employment Opportunity Committee (GCEEO)</u> – Commissioner Launay-Tarlecki reported the March meeting of the GCEEO was cancelled. She is awaiting confirmation for the April meeting.</p> <p>Commissioner Launay-Tarlecki briefly expressed concerns over the possible reduction of the Commission members having an impact on the GCEEO. Four seats on the Committee are held by State Human Relations Commissioners.</p>			
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VII Old Business

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
None.			

VIII New Business

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
None.			

IX Good News

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
Commissioner Awad shared that the Islamic Society of Delaware held an Interfaith Prayer Gathering for Community and Peace. He stated there were at least 400 people in attendance. He felt it was a heartwarming event.			

Commissioner Awad shared there was another phenomenal event on March 2 nd for the Jewish community at the AME Bethel Church in Wilmington. He also shared there have been many acts of kindness that are being expressed in the community. A gentleman paid for his wife's coffee in Wawa.			
Commissioner Watson shared that he spoke with Jea Street following a meeting of the Delaware Interscholastic Athletic Association (DIAA) today concerning an incident at an AI DuPont High School basketball game about 3 weeks ago. Commissioner Watson suggested that a complaint be filed with the Division. DAG Plerhoples advised the complaint would have to be filed by one of the affected parties; i.e. the student or their parents. Director Fullman advised she will forward articles related to the incident to Commissioners.	Forward articles related to incident to Commissioners	Director Fullman	Undefined
Commissioner Harris made a motion that the Commission host an event for state and community organizations to discuss legislation advocacy and working together. Commissioner Caesar seconded the motion. Following discussion a vote was taken, motion carries, no opposition.	Commission to host event for state and community organizations to discuss legislation advocacy	Undefined	Proposed for beginning April
Commissioner Edwards reported there is a meeting 4/6 of La Esperanza at Del Tech in Georgetown to discuss struggles being experienced by the immigrant population.			

XI Meeting Adjourned

The Commission meeting was adjourned at approximately 7:29 p.m. by Chair Christopher.